

## How we work

**At Inclusion our primary focus is on the people that we work for. We have over 16 years experience of working with individuals that have support needs and developing individualised plans that enable people to become valued members of their communities.**

We appreciate that everybody has different hopes, dreams and ambitions and that some people are more capable of achieving these goals unassisted. At Inclusion we tailor our support package to the individuals needs and help them to live the life that they choose. Our main aim is to help people achieve their goals whilst making the most of their individual budget.

In 2012 the organisation changed it's name from Inclusion Glasgow to Inclusion, but the ethos of the organisations remains the same. We are still dedicated to providing support to people, their families and their friends, which offers real choices and control over their services and their lives.

## Our Mission

Our mission at Inclusion is to work for people, enabling them to achieve the life that they want.

## Where to find us...

Clydeway House, 813 South Street,  
Glasgow G14 0BX



## Get in touch...

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**Inclusion**  
where people matter

Inclusion Glasgow is a company limited by Guarantee Number 146507

Inclusion Glasgow is a Scottish Charity Number SCO24697



## We chose Inclusion to work for us! Why don't you?

Inclusion design and provide individually tailored services to people throughout Glasgow and West Central Scotland.

**Inclusion**  
where people matter



**Inclusion supports and develops services that people want. We help people plan, problem-solve, and monitor the services they receive.**

### **There are 4 key elements to the work of Inclusion:**

We help people, and those who know them, identify what they want in life and help them achieve their goals.

We help people to use every opportunity in their community to achieve their goals and outcomes.

We work with people and their families to recruit the right staff for their own team.

We help to identify who is the best person to help the individual make choices that will enable them stay in control of their life.

## **Planning with people**

Everyone is different, with different needs and different gifts, and the support we offer is designed to meet this uniqueness. Trying to fit individuals into services does not work. Inclusion designs a service that is tailored to each individual.

We do not plan or design services on a group basis, everything we do is based around the needs and dreams of the person we work for.

The process of planning and developing services does not end here but develops with the person as their life and needs change.



## **Individualised funding**

Inclusion obtains its funding from Local Authorities and by people using their Direct Payments, and individual budgets.

## **Some of our achievements:**

- We currently support over 50 people to live the life they choose and live in their own homes
- We support people of all ages
- We work in partnership with families
- We have supported people to purchase their own homes
- We support individuals to be co-employers of their staff
- Some people have live-in support arrangements
- We stick by people and make things work for them
- We have helped people leave the organisation to become employers in their own right
- We support people to use their budget creatively to meet their agreed outcomes